

County of Los Angeles
Sheriff's Department Headquarters
4700 Ramona Boulevard
Monterey Park, California 91754-2169



JOHN L. SCOTT, SHERIFF

August 11, 2014

Sergeant Carrie Waugh, [redacted]

Dear Sergeant Waugh:

On July 8, 2014, you were served with a Letter of Intention indicating your right to respond to the Sheriff's Department's pending disciplinary action against you, as reported under File Number IAB 2347432. You were also advised of your right to review the material on which the discipline was based.

You did exercise your right to respond. However, after review and consideration of the response submitted to support your position, it has been determined that the recommended discipline is appropriate.

You are hereby notified that you are discharged from your position of Sergeant, Item No. 2717A, with this Department, effective as of the close of business on August 7, 2014.

An investigation under File Number IAB 2347432, conducted by Internal Affairs Bureau, coupled with your own statements, has established the following:

1. That in violation of the Department's Manual of Policy and Procedures, Sections 3-01/121.30 Policy of Equality Inappropriate Conduct Toward Others (Sex), and/or 3-01/050.10, Performance to Standards, and/or 3-01/030.10, Obedience to Laws, Regulations and Orders (as it pertains to Section(s) 3-01/100.45, Use of Communications Equipment, and/or 3-07/200.10, Electronic Communications, and/or 3-07/210.05, Permissible Use, and/or, 3-07/210.10, System Use, and/or 3-01/000.10, Professional Conduct, and/or 3-01/020.62, Relationship with Subordinates), on or

about or between, January 5, 2012, and continuing through May 9, 2013, while on and off duty and assigned to the Inmate Reception Center, you engaged in conduct of a sexual nature, and/or such conduct that would reasonably be considered inappropriate for the workplace, and/or failed to perform your duties in a manner which would tend to establish and maintain the highest standard of efficiency in carrying out the functions and objectives of the Department, and/or failed to conform to the work standards established for your rank, and/or failed to maintain a high level of morale and respect through friendly but reserved conduct toward subordinates, and/or such conduct conflicted with the Department's Core Values, Mission, and/or Creed, as evidenced by, but not limited to:

a. transmitting, and/or receiving, a series of non-work related email messages, in excess of 100, via the Sheriff's Data Network and your Sheriff's Department email account that contained verbiage pertaining to sexual references, and/or innuendos, and/or graphic, and/or detailed sexual language, and/or;

b. transmitting, and/or receiving a series of non-work related email messages, to and from subordinates, via your Sheriff's Department email account that exhibited a lackadaisical attitude toward your duties of a sergeant, and/or references in distain for your rank, including, but not limited to: "yes…massage –n-facial…don't hate, no not really, I miss being a deputy…fuck this sergeant shit…well not the pay," and/or "Because I'm a supervisor and I shouldn't say that stuff…," and/or "I've probably been laid more in the past two weeks than you have in the last month, so go check yourself boy," and/or "La Rear Rocks!! Sarge," and/or;

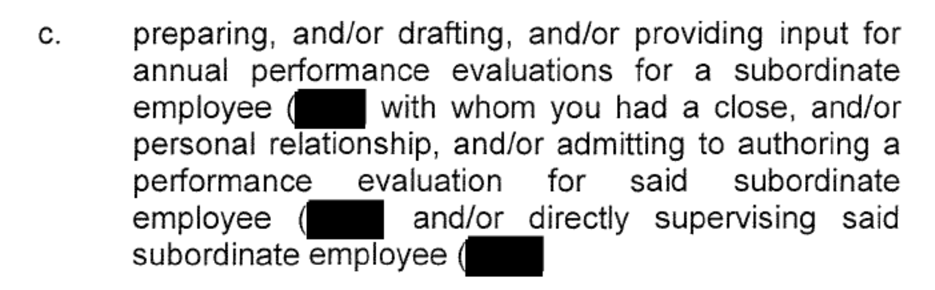
c. transmitting, and/or receiving a series of non-work related email messages, to and from a subordinate ([redacted] while said subordinate was on-duty, and/or encouraging, and/or facilitating, and/or inviting, said subordinate to meet with you, and/or leave the

facility with you several hours prior to his official recorded departure time.

2. That in violation of the Department's Manual of Policy and Procedures, Sections 3-01/050.10, Performance to Standards, and/or 3-01/040.70 False Statements, and/or 3-01/030.10, Obedience to Laws, Regulations and Orders (as it pertains to Section(s) 3-01/030.12, Conflict of Interest, 3-01/070.07, Prohibited Political Activity and Other Conflicts of Interest, and/or 3-01/3-01/000.10, Professional Conduct, Professional Conduct), on or about or between, January 5, 2012, and continuing through May 9, 2013, while on duty and assigned to the Inmate Reception Center, you failed to perform your duties in a manner which would tend to establish and maintain the highest standard of efficiency in carrying out the functions and objectives of the Department, and/or failed to conform to work standards established for your rank, and/or made false statements, and/or lied to supervisors, and/or made employment decisions concerning a subordinate employee (Custody Assistant [redacted] with whom you had a close, and/or personal, and/or sexual relationship, and/or failed to disclose such close, and/or personal, and/or sexual relationship, and/or failed to recuse yourself from any employment decisions of the concerned subordinate employee, and/or such conduct conflicted with the Department's Core Values, Mission, and/or Creed, as evidenced by, but not limited to:

   a. preparing, and/or drafting, and/or providing input, for a memorandum from Captain Chuck Antuna to Chief Alexander Yim, requesting reinstatement for a subordinate employee ([redacted] with whom you had a close, and/or personal, sexual relationship, and/or;

   b. preparing, and/or drafting, and/or providing input, for the aforementioned memorandum, which contained knowingly false information, and/or contained information indicating the subordinate employee ([redacted] had not engaged in any policy violations which you had personal knowledge to be false, and/or admitting to having personal knowledge that the information was false when providing such information to a supervisor, and/or;



c. preparing, and/or drafting, and/or providing input for annual performance evaluations for a subordinate employee ([redacted] with whom you had a close, and/or personal relationship, and/or admitting to authoring a performance evaluation for said subordinate employee ([redacted] and/or directly supervising said subordinate employee ([redacted]

Additional facts for this decision are set forth in the Disposition Worksheet, Investigative Summary and Investigative Packet which are incorporated herein by reference.

In taking this disciplinary action, your record with this Department has been considered, and a thorough review of this incident has been made by Department executives, including your Unit and Division Commanders.

You may appeal the Department's action in this matter pursuant to Rules 4.02, 4.05 and 18.02 of the Civil Service Rules.

You may, if you so desire, within fifteen (15) business days from the date of service of this notice of discharge, request a hearing on these charges before the Los Angeles County Civil Service Commission, 222 North Grand Avenue, Los Angeles, California 90012.

The Sheriff's Department reserves the right to amend and/or add to this letter.

Sincerely,

JOHN L. SCOTT, SHERIFF

David L. Fender

DAVID L. FENDER, CHIEF
CUSTODY SERVICES DIVISION – SPECIALIZED PROGRAMS

Note: Attached for your convenience are excerpts of the applicable areas of the Manual of Policy and Procedures and Civil Service Rules.

INTERNAL AFFAIRS BUREAU
INVESTIGATIVE SUMMARY
IAB # IV2347432

SUBJECTS: [redacted] #[redacted], Custody Assistant
Inmate Reception Center
Custody Services Division: General Population

Carrie-Ann Waugh, #[redacted], Sergeant
Inmate Reception Center
Custody Services Division: General Population

DATE(S) OF INCIDENT: January 5, 2012 through May 9, 2013

LOCATION: Inmate Reception Center

DATE DEPT NOTIFIED: July 17, 2013

DATE OF INTAKE NOTIFICATION: July 18, 2013

DATE IAB OPENED: December 19, 2013

PRIMARY INVESTIGATOR: Sergeant James Franck

ALLEGATIONS:
The alleged acts of harm regarding [redacted] are as follows:

3-01/121.30 – POE – Inappropriate Conduct Toward Others (based on sex)
3-01/030.10 – MPP – Obedience to Laws, Regulations, and Orders as it pertains to:
3-01/100.45 – MPP – Use of Communications Equipment
3-01/200.10 – MPP – Electronic Communications
3-01/210.00 – MPP – Permissible Use
3-01/200.10 – MPP – System Use

Specifically, between January 5, 2012, and May 9, 2013, Subject [redacted] is alleged to have exchanged numerous email messages with Subject Waugh via the Sheriff's Data Network (SDN). It is alleged the email contained profanity and were sexually explicit in nature. (**See Exhibit "A" for a copy of Policy of Equality Report/Notification Form**).

The alleged acts of harm regarding **Carrie-Ann Waugh** are as follows:

3-01/121.30 – POE – Inappropriate Conduct Toward Others (based on sex)
3-01/030.10 – MPP – Obedience to Laws, Regulations, and Orders as it pertains to:
3-01/100.45 – MPP – Use of Communications Equipment
3-01/200.10 – MPP – Electronic Communications
3-01/210.00 – MPP – Permissible Use
3-01/200.10 – MPP – System Use

Specifically, between January 5, 2012, and May 9, 2013, Subject Waugh is alleged to have exchanged numerous email messages with Subject [redacted] via the Sheriff's Data Network (SDN). It is alleged the email contained profanity and were sexually explicit in nature. During the time some of the email was exchanged, Subject Waugh was a sergeant working in the scheduling office at the Inmate Reception Center (IRC) and was the direct supervisor of Subject [redacted] a custody assistant, assigned to the scheduling office. It is further alleged Subject Waugh used her position as a supervisor to grant preferential treatment to Subject [redacted] (**See Exhibit "A" for a copy of Policy of Equality Report/Notification Form**).

CURRENT STATUS:

Subject [redacted] continues to be assigned to IRC; [redacted].

Subject Carrie-Ann Waugh remains at her current unit of assignment, IRC, but is no longer working as the scheduling sergeant.

BACKGROUND:

Subject [redacted] is a 37-year-old white male. He was hired by the Los Angeles County Sheriff's Department on January 17, 2002, as a Deputy Sheriff Trainee. Upon his graduation from the Sheriff's Academy, Subject [redacted] was assigned to [redacted] and remained at IRC, assigned to the scheduling office. [redacted] Subject [redacted] acknowledged receipt of the Manual of Policy and Procedures – Policy of Equality on November 7, 2007 (**See Exhibit "B" for a copy of** [redacted] **training records and a copy of his acknowledgement of receipt form**).

Subject Waugh is a 44-year-old white female. She was hired by the Los Angeles County Sheriff's Department on April 10, 1996. She promoted to the rank of Sergeant on [redacted], and assigned to IRC. Subject Waugh was assigned to supervise

personnel in the scheduling office at IRC from March of 2011 through March of 2012 and again from May of 2012 through November of 2012. Subject Waugh has been assigned to the unit's administration offices since February of 2014. Training records for Subject Waugh indicate she attended [redacted] Subject Waugh acknowledged receipt of the Manual of Policy and Procedures – Policy of Equality on October 21, 2007 (**See Exhibit "B" for a copy of Waugh's training records and a copy of her acknowledgement of receipt form**).

INVESTIGATION:

On July 18, 2013, Sergeant Max Godinez of Internal Criminal Investigations Bureau contacted Deputy Leticia Rodriguez of the Intake Specialist Unit to report a potential Policy of Equality (POE) violation. Sergeant Godinez reported during the course of an [redacted] an audit of the email sent by both Subject Waugh and Subject [redacted] was conducted. During the email audit, an email thread initiated by Subject Waugh to Subject [redacted] was started on January 22, 2013, and ended on February 4, 2013. The email conversation between both parties in the aforementioned thread contained sexually graphic content on various dates. Said email appeared to be a potential violation of the Department's POE.

[redacted] the Intake Specialist Unit did not receive approval to process the potential POE violation until December 10, 2013. Subject Waugh was to be admonished by the IRC Unit Commander pending the execution of a search warrant related to the ICIB investigation. Subject [redacted] was [redacted] The complaint was documented via Policy of Equality Report/Notification No. 13-164 dated July 18, 2013 (**Refer to Exhibit "A"**).

An independent audit of the Sheriff's Data Network electronic mail accounts of Subjects Waugh and [redacted] was conducted from January 7, 2012, through December 24, 2013. During the course of the audit, 172 ongoing chains of electronic mail messages sent and received between Subjects Waugh and [redacted] were discovered that were potential violations of the Policy of Equality. The messages contained profanity and sexually explicit references and innuendo. Eight of the referenced chains of electronic mail were printed and attached to the case file (**Refer to Exhibit "C" for copies of the eight chains of electronic mail and Exhibit "F" for copies of all the 172 messages**).

Also contained within the electronic mail messages were indications Subject Waugh and Subject [redacted] were engaged in an ongoing sexual relationship and, due to the relationship, Subject Waugh was granting overtime to Subject [redacted] and Subject [redacted] was assigning overtime to Subject Waugh. During the course of the audit, a combination of electronic mail messages and chain of electronic mail messages,

totaling seventy-two, were found. The electronic mail messages contained references to overtime related to their personal relationship and potential preferential treatment. Thirty-three of the referenced electronic mail and chain of electronic mail were printed and attached to the case file (**Refer to Exhibit "D" for copies of the thirty-three chains of electronic mail and Exhibit "F" for copies of all the seventy-two messages**).

Also discovered during the audit, four electronic mail messages were found between Subject Waugh and other Department personnel that contained potentially inappropriate content. Three other email messages were found showing a potential conflict of interest by Subject Waugh as it relates to Subject [redacted] (**Refer to Exhibit "E" for copies of the seven chains of electronic mail**).

During the time when some of the electronic mail messages were being exchanged between Subject Waugh and Subject [redacted] Subject Waugh was the direct supervisor of Subject [redacted] in the scheduling office at IRC, until she was transferred out of the scheduling office in November of 2012. Subject Waugh was assigned and completed an annual performance evaluation for Subject [redacted] covering the time period between 06/21/11 and 06/20/12. Subject Waugh and Subject [redacted] engaged in an electronic mail conversation related to his evaluation which contained sexually graphic language (**Refer to Exhibit "D" pages 25-28**).

A copy of Subject [redacted] annual performance evaluation, authored by Subject Waugh, was obtained, along with copies of additional annual performance evaluations authored by Subject Waugh (**Refer to Exhibit "G"**).

A sample of "Computer / E-mail Advisement" messages were obtained, which are randomly displayed when users of the Sheriff's Data Network log into their SDN account (**Refer to Exhibit "H"**).

STATEMENTS:

The following narratives are intended only as synopses of the interviews. Additional information and precise wording may be obtained by reviewing the audio recorded interviews and verbatim transcriptions.

Subject [redacted]

Subject [redacted] was interviewed on May 15, 2014, by IAB Sergeant James Franck and Lieutenant Josie Woolum. Subject [redacted] was represented by Ms. Teresa Machado of the Professional Peace Officers Association during this interview. The following is a summary of said interview:

> **IAB Note:** [redacted] Subject [redacted] was afforded a "Lybarger Admonishment" (Lybarger v. City of Los Angeles).

When asked to describe what the Policy of Equality meant to him, Subject [redacted] said, "To me, it's basically a policy to protect employees from discrimination based on race, age, sex, gender. Sex and gender are the same thing, aren't they? Basically, you know, to make a good environment for employees to work in. Not a hostile environment. Nothing that's to make people uncomfortable. That's how I understand it" ([redacted] *p/2*).

Subject [redacted] said the use of the email system within the Sheriff's Data Network (SDN) should only be utilized for work related business and should not contain any inappropriate or unprofessional material such as foul language. Subject [redacted] reviewed the samples of Sheriff's Data Network log-on computer/e-mail advisements found in **Exhibit H** and confirmed he had seen the advisements (**Refer to Exhibit H for copies of the advisements**).

Subject [redacted] said the computer he uses while at work is owned by Los Angeles County. When asked if he shared his SDN password with anyone, Subject [redacted] said he did. He explained he shared his password and said, "I don't know. We, it was common for us to leave our passwords and log-ons on our desks in case another employee needed to log on. Another scheduling employee needed to log on to your computer. And that was, the purpose of that is because not all of us had access to some of the systems that we used. And so a lot of times we've used others' log-ons so we can access because it took time for DSB to, if that makes any sense. I think that's probably not supposed to be happening, but that's how it happened." Subject [redacted] added supervisors were aware of the passwords being shared. When asked which supervisors, Subject [redacted] said, "Sergeant Waugh, Sergeant Barnard, Sergeant Barreras, and Sergeant O'Brien" ([redacted] *p/6*). Subject [redacted] confirmed his SDN email account user name is [redacted]@lasd.org.

Subject [redacted] said he is familiar with Subject Waugh and was supervised by her during the time they worked together in the scheduling office from May of 2011, when he began working in the scheduling office, through December of 2012 or January of 2013. When asked to describe his relationship with Subject Waugh during the time she supervised him, Subject [redacted] said she was his supervisor and they had a sexual and dating relationship outside of work. The sexual relationship began in December of 2011 and continued through April of 2013. He said although that specific relationship ended, they continue to communicate with one another.

Prior to this interview, Subject [redacted] was afforded an opportunity to review the contents of **Exhibit C**. Subject [redacted] stated he reviewed the email, contained in **Exhibit C**, between himself and Subject Waugh, dated between January 5, of 2012, and March 6, of 2013. He said he was the person who authored/sent the email attributed to the user; [redacted]., and used his Sheriff's Department email account/address and equipment during the correspondence with Subject Waugh.

IAB Note: Subject [redacted] was provided a DVD with the contents of **Exhibits C**, **D**, and pages 15-18 of **Exhibit E**, on May 8, 2014.

Subject [redacted] agreed the contents of **Exhibit C** were not work related, were inappropriate for the workplace, had content that was related to sex or were sexual in nature, and were in violation of Department policy. In relation to **Exhibit C**, Subject [redacted] agreed he violated the following Department policies:

3-01/121.30 POE - Inappropriate conduct towards others, based on sex
3-01/100.45 - Use of communications equipment,
3-07/200.10 - Electronic communications,
3-07/210.00 - Permissible use, and
3.07/210.10 - System use.

When asked if he reviewed the email and email chain between himself and Subject Waugh, dated between January 24, 2012, and January 12, 2013, contained in **Exhibit D**, Subject [redacted] confirmed he had sufficient time to do so.

Subject [redacted] said he was the person who authored/sent the email attributed to the user; [redacted]., and used his Sheriff's Department email account/address and equipment during the correspondence with Subject Waugh.

Subject [redacted] agreed the contents of **Exhibit D** were not work related, were inappropriate for the workplace, had content that was related to sex or were sexual in nature, and were in violation of Department policy. In relation to **Exhibit D**, Subject [redacted] agreed he violated the following Department policies:

3-01/121.30 POE - Inappropriate conduct towards others based on sex,
3-01/100.45 - Use of communications equipment,
3-07/200.10 - Electronic communications,
3-07/210.00 - Permissible use,
3.07/210.10 - System use.

When asked if he would agree he used his position in the scheduling office to grant overtime to Subject Waugh in a more favorable manner than other sergeants in the facility due to his personal sexual relationship with her, Subject [redacted] said, no. After reviewing the contents of **Exhibit D** with Subject [redacted] he was asked if he would agree, based upon the email he reviewed, it appears he and Subject Waugh gave each other overtime due to their relationship, Subject [redacted] said, "Yes, sir. I agree to that. And I mean, I don't…all I can say is, check the SMS system. It's a good system. I see how it appears. But, and it was foolish. I wish I could take it back. I wish that, you know, but I can't" ([redacted] *p/44*).

IAB Note: Although the Scheduling Management System (SMS) can be used to track overtime use for personnel who are reflected on the daily In-Services, it does not track administrative or "Office overtime" use.

When asked, Subject [redacted] stated he reviewed the email, dated December 10, 2012, 3:09 p.m., from Subject Waugh to Captain Chuck Antuna, and associated memorandum, dated December 12, 2012, from Captain Chuck Antuna to Chief Alexander Yim, contained within **Exhibit E**, pages 15-18. Subject [redacted] said he did not author the memorandum addressed to Chief Yim, but stated he did provide input for the memorandum to Subject Waugh and Captain Antuna when requested to do so. Subject [redacted] said he believed the memorandum was authored by Subject Waugh and possibly Captain Antuna, based on the initials at the bottom of the memorandum, but he did not know with any degree of certainty. Subject [redacted] said if Captain Antuna or Chief Yim had been aware of the contents of **Exhibit C**, it would have definitely jeopardized his efforts to be reinstated to the rank of Deputy Sheriff.

Refer to Subject [redacted] *interview transcript*

Subject Carrie-Ann Waugh

Subject Waugh was interviewed on May 20, 2014, by IAB Sergeant James Franck and Lieutenant Josie Woolum at the IAB offices. During this interview Subject Waugh was represented by Mr. James J. Cunningham of the Law Offices of Hayes and Cunningham. The following is a summary of said interview:

Subject Waugh described what the Policy of Equality meant to her. She stated, "Treating others respectfully. Nothing sexual. Nothing inappropriate. Inappropriate conduct towards others. Sexual Harassment" (*Waugh, p/3*). Subject Waugh also understood her duties as a mandated reporter for potential violations as required by the policy.

Subject Waugh said the use of the email system within the Sheriff's Data Network (SDN) should only be utilized for work related reasons and should not contain any inappropriate material. She described inappropriate content as anything not work related or inappropriate.

Subject Waugh reviewed the samples of Sheriff's Data Network log-on computer/e-mail advisements found in **Exhibit H** and confirmed she was familiar with the advisements (**Refer to Exhibit H for copies of the advisements**).

Subject Waugh said the computer she uses, while at work, is owned by Los Angeles County. She has not shared her SDN password with anyone, but others in the scheduling office did have access to her computer because she would leave the computer logged on when she was away from her desk. Subject Waugh confirmed her SDN email account user name is cwaugh@lasd.org.

Subject Waugh said she is familiar with Subject [redacted] and she had been his immediate supervisor when they worked in the scheduling office at IRC from June of 2011, when Subject [redacted] began working in the office, through November of 2012. When asked to describe her relationship with Subject [redacted] during the time she supervised him, Subject Waugh said it was a professional, business relationship but they also were engaged in a sexual relationship away from work. She said she did not consider their sexual relationship to be a dating one. Subject Waugh said the sexual relationship with Subject [redacted] began in December of 2011 and continued through May of 2013. She confirmed she was Subject [redacted] immediate supervisor during the majority the time they were involved in a sexual relationship but added there was a time period of two months, March and April of 2012, when she was not his immediate supervisor.

Subject Waugh was afforded an opportunity to review the email between her and Subject [redacted] dated between January 5, 2012, and March 6, 2013, submitted as **Exhibit C**. She stated she reviewed said email. Subject Waugh said she was the person who authored/sent the email attributed to the user; Waugh, Carrie-Ann, and had used her Sheriff's Department email account and equipment during said correspondence with Subject [redacted] Subject Waugh said many of the email were sent while she was on duty, but some, although sent via the SDN, were sent during her off duty hours.

> **IAB Note:** Subject Waugh was provided a DVD with the contents of **Exhibits C, D,** and pages 15-18 of **Exhibit E** and **G** on May 1, 2014.

Subject Waugh agreed the contents of **Exhibit C** were not work related, were inappropriate for the workplace, had content that was related to sex or were sexual in nature, and were in violation of Department policy. Regarding the contents of **Exhibit C**, Subject Waugh agreed she and Subject [redacted] violated the following Department policies:

3-01/121.30 POE - Inappropriate conduct towards others based on sex,
3-01/100.45 - Use of communications equipment,
3-07/200.10 - Electronic communications,
3-07/210.00 - Permissible use,
3.07/210.10 - System use.

When asked, Subject Waugh stated she reviewed the email correspondence between her and Subject [redacted] dated between January 24, 2012, and January 12, 2013, submitted as **Exhibit D**. Subject Waugh confirmed she was the person who authored and sent the email attributed to the user; Waugh, Carrie-Ann, and had utilized her Sheriff's Department email account/address and equipment to correspond with Subject [redacted]

Subject Waugh agreed the contents of **Exhibit D** were not work related, were inappropriate for the workplace, had content that was related to sex or were sexual in nature, and were in violation of Department policy.

Regarding **Exhibit D**, Subject Waugh agreed she violated the following Department policies:

3-01/121.30 POE - Inappropriate conduct towards others, based on sex,
3-01/100.45 - Use of communications equipment,
3-07/200.10 - Electronic communications,
3-07/210.00 - Permissible use,
3.07/210.10 - System use.

When asked if she would agree she used her position and authority in the Scheduling office to grant overtime to Subject [redacted] in a more favorable manner than other custody assistant or sergeant in the facility due to her personal sexual relationship with him, Subject Waugh responded, no. After reviewing the contents of **Exhibit D** with Subject Waugh, she agreed, based upon the dialogue depicted in the email that it appeared as though she and Subject [redacted] assigned each other overtime due to their sexual relationship. Subject Waugh said, "Based on emails, yeah, that's the way it looks. But that's not what happened" (*Waugh, p/59*).

When asked if she had time to review the email and email chain between herself and other employees, dated between March 8, 2012, and March 21, 2013, contained in **Exhibit E**, Subject Waugh confirmed she did. Subject Waugh said she was the person who authored/sent the email attributed to the user; Waugh, Carrie-Ann, and had used her Sheriff's Department email account/address and equipment during said correspondence with other Department employees. Subject Waugh agreed the contents of **Exhibit E** were not work related. Below are samples of some of the email dialogue found in **Exhibit E**:

In an email response to Deputy Jonathan Cisneros, dated March 8, 2012, Subject Waugh states, "I've probably been laid more in the past two weeks than you have in the last month, so go check yourself boy. So thanks, but no thanks!" (**Exhibit E,** *p/2*). In an email chain to Subject Waugh, that begins on July 19, 2012, Deputy Juan J. Sanchez asks, "Hi carrie-ann, can we make out? Love you." Subject Waugh responds in large red letters, "First of all...you do not have permission to call me Carrie-Ann. Second, I would never make out with you, Child ☺" she signs off as, "La Rear Rocks!! Sarge" (**Exhibit E**, *p/1*). Deputy Sanchez goes on to advise Subject Waugh that she has been named as the "Rack City" ambassador and she should see the outfit they have for her. Subject Waugh advises Deputy Sanchez there must be a better suited person than her and offers someone by the name of "Salazar" to which Deputy Sanchez replies she doesn't have the whole package as does Subject Waugh. Subject Waugh requests an explanation of the "whole package." Deputy Sanchez tells her, "Personality, face, T&A..........salazar only has 1 out of 4. See, you win." (**Exhibit E**, *p/6-9*).

> **IAB Note:** Subject Waugh stated the term "Rack City" referred to a bowling team made up of IRC personnel.

In an email to Deputy Raymond Ybarra, dated October 19, 2012, Subject Waugh responds, in part, "I really miss being a deputy..fuck this sergeant shit..well, not the pay" (**Exhibit E**, *p/13*). Subject Waugh acknowledged the email response to Deputy Ybarra was inappropriate and said it was not her true feeling regarding her role as a supervisor. She identified the email chains she received from Jonathan Cisneros and Juan J. Sanchez, as containing language that was sexual in nature. Subject Waugh said the email chains were all potential violations of the Policy of Equality due to the sexual content and stated she did not report the potential violations to anyone. She agreed her response(s) were not appropriate for a supervisor and said she did not report the potential violations because they employees involved, her subordinates, were simply joking (*Waugh, p/60-64*).

Regarding the memorandum to Chief Yim, Subject Waugh was aware Subject [redacted] had [redacted] She said she was assisting him with his attempt to be [redacted] by authoring required documents and in other ways she was unable to recall to the time of this interview. Subject Waugh assisted Subject [redacted] by providing input for the memorandum from Captain Antuna to the Chief of Custody Division, Alexander Yim. When asked if she authored the memorandum, Subject Waugh said, "I think I wrote some of it, and the captain probably cleaned it up" (*Waugh, p/69*).

Subject Waugh said she wrote the first draft of the memorandum and reviewed it prior to sending the final version to Captain Antuna (**Refer to Exhibit E, p/16-18 for a copy of the reinstatement memorandum**).

When asked if she wrote in the memorandum, "During the last 29 months since his [redacted], Custody Assistant [redacted] was not involved in any off-duty incidents or in violation of any department policies," Subject Waugh said she did. When asked if she was aware Subject [redacted] had been in violation of Department policies at the time she wrote the memorandum, Subject Waugh said she was.

Subject Waugh believes had the contents of **Exhibit C** been known to Chief Yim, it could have jeopardized Subject [redacted] [redacted] efforts.

When asked why she prepared the memorandum on behalf of Captain Antuna to Chief Yim, knowing it contained information that was untrue, Subject Waugh said she did not know. When asked if she believed her relationship with Subject [redacted] influenced her decision to forward a memorandum that contained information she knew was untrue, Subject Waugh said, no.

When asked, Subject Waugh stated she did believe it was a conflict of interest, as defined by Department policy, for her to assist Subject [redacted] with his [redacted] efforts while engaged in a sexual relationship with him because it appeared "inappropriate." She explained, "'Cause it looks like I'm giving him favoritism. Or trying to get him [redacted] based on something that's not true. And that wasn't the

intention behind it at all." Subject Waugh said her intent was, "Helping him out. And, I mean I had other kids that were trying to get [redacted] too. Not kids, officers. Officer [redacted] was trying to get [redacted] I'm sorry, Officer Rose was trying to get [redacted]" (*Waugh, p/72*).

Subject Waugh said she reviewed the annual performance evaluations contained in **Exhibit G**. She said she was the person who authored the four performance evaluations contained in **Exhibit G** and confirmed all four employees received a rating of "Outstanding." Subject Waugh said during some of the timeframe covered by Subject [redacted] performance evaluation, they were engaged in a sexual relationship. Subject Waugh said it was inappropriate for her to complete the evaluation for Subject [redacted] because it appears as if she rated his performance "Outstanding" based on favoritism.

When asked for a reason as to why Subject [redacted] evaluation merited a five page narrative, versus the other employees' who only merited a three page narrative, Subject Waugh said it was due to the input provided by other supervisors on behalf of Subject [redacted]

Refer to Subject Waugh's interview transcript